

**From:** [Penn\\_J@cde.state.co.us](mailto:Penn_J@cde.state.co.us)  
**To:** [Lanoha\\_K@cde.state.co.us](mailto:Lanoha_K@cde.state.co.us); [Pearson\\_A@cde.state.co.us](mailto:Pearson_A@cde.state.co.us); [Anthes\\_K@cde.state.co.us](mailto:Anthes_K@cde.state.co.us); [Jaeckel\\_L@cde.state.co.us](mailto:Jaeckel_L@cde.state.co.us); [Swanson\\_A@cde.state.co.us](mailto:Swanson_A@cde.state.co.us)  
**Cc:** [Okes\\_J@cde.state.co.us](mailto:Okes_J@cde.state.co.us); [Joe.Peters@coag.gov](mailto:Joe.Peters@coag.gov); [Julie.Tolleson@coag.gov](mailto:Julie.Tolleson@coag.gov)  
**Subject:** RE: Thank you- Follow up on Strike information  
**Date:** Thursday, May 3, 2018 2:57:13 PM  
**Attachments:** [image001.png](#)  
[image002.png](#)  
[image003.png](#)  
[image004.png](#)  
[image005.png](#)  
[image006.png](#)  
[imageef6001.PNG](#)  
[imageae99ae.PNG](#)  
[image3fa276.PNG](#)  
[image814b5a.PNG](#)  
[image8a19c6.PNG](#)  
[image0de87e.PNG](#)

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Thanks, Katy. I don't have anything to add beyond what you have already expressed. I like how you kept the door open for any further questions down the road and the offer of continued support during this time.

Jhon

Jhon Penn  
Executive Director, Field Services  
District and School Performance



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**From:** Lanoha, Kady  
**Sent:** Thursday, May 03, 2018 2:54 PM  
**To:** Pearson, Alyssa; Anthes, Katy; Jaeckel, Lindsey; Swanson, Andy  
**Cc:** Okes, Jennifer; Penn, Jhon; Joe Peters (Joe.Peters@coag.gov); Julie Tolleson (Julie.Tolleson@coag.gov)

**Subject:** RE: Thank you- Follow up on Strike information

I can't think of anything else either.

Kady Lanoha  
Senior Policy Consultant  
Legislative Relations and Policy



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**From:** Pearson, Alyssa  
**Sent:** Thursday, May 3, 2018 1:36 PM  
**To:** Anthes, Katy <[Anthes\\_K@cde.state.co.us](mailto:Anthes_K@cde.state.co.us)>; Jaeckel, Lindsey <[Jaeckel\\_L@cde.state.co.us](mailto:Jaeckel_L@cde.state.co.us)>; Swanson, Andy <[Swanson\\_A@cde.state.co.us](mailto:Swanson_A@cde.state.co.us)>  
**Cc:** Okes, Jennifer <[Okes\\_J@cde.state.co.us](mailto:Okes_J@cde.state.co.us)>; Penn, Jhon <[Penn\\_J@cde.state.co.us](mailto:Penn_J@cde.state.co.us)>; Joe Peters ([Joe.Peters@coag.gov](mailto:Joe.Peters@coag.gov)) <[Joe.Peters@coag.gov](mailto:Joe.Peters@coag.gov)>; Julie Tolleson ([Julie.Tolleson@coag.gov](mailto:Julie.Tolleson@coag.gov)) <[Julie.Tolleson@coag.gov](mailto:Julie.Tolleson@coag.gov)>; Lanoha, Kady <[Lanoха\\_K@cde.state.co.us](mailto:Lanoха_K@cde.state.co.us)>  
**Subject:** RE: Thank you- Follow up on Strike information

Nothing comes to mind for me. But Lindsey and Andy may have suggestions.

Alyssa Pearson  
Associate Commissioner, Accountability/Performance  
Accountability/Performance



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**From:** Anthes, Katy

**Sent:** Thursday, May 3, 2018 12:29 PM

**To:** Jaeckel, Lindsey <[Jaeckel\\_L@cde.state.co.us](mailto:Jaeckel_L@cde.state.co.us)>; Pearson, Alyssa <[Pearson\\_A@cde.state.co.us](mailto:Pearson_A@cde.state.co.us)>; Swanson, Andy <[Swanson\\_A@cde.state.co.us](mailto:Swanson_A@cde.state.co.us)>

**Cc:** Okes, Jennifer <[Okes\\_J@cde.state.co.us](mailto:Okes_J@cde.state.co.us)>; Penn, Jhon <[Penn\\_J@cde.state.co.us](mailto:Penn_J@cde.state.co.us)>; Joe Peters ([Joe.Peters@coag.gov](mailto:Joe.Peters@coag.gov)) <[Joe.Peters@coag.gov](mailto:Joe.Peters@coag.gov)>; Julie Tolleson ([Julie.Tolleson@coag.gov](mailto:Julie.Tolleson@coag.gov)) <[Julie.Tolleson@coag.gov](mailto:Julie.Tolleson@coag.gov)>; Lanoha, Kady <[Lanoha\\_K@cde.state.co.us](mailto:Lanoha_K@cde.state.co.us)>

**Subject:** FW: Thank you- Follow up on Strike infomation

Hi Team,

Is there anything else you want me to convey to Pueblo in the spirit of support and advice for them? See my email below. I'm looping in the turnaround team so they know these conversations are happening too.

Anything else I should pass on?

Thanks!

Katy Anthes, Ph.D.  
Commissioner



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**From:** Anthes, Katy  
**Sent:** Thursday, May 03, 2018 12:28 PM  
**To:** 'Bruce Richards'; [charlotte.macaluso@puebloschools.us](mailto:charlotte.macaluso@puebloschools.us)  
**Cc:** Okes, Jennifer; Smith, Dana  
**Subject:** RE: Thank you- Follow up on Strike infomation

Hi Charlotte and Bruce,

Bruce, It was nice to talk to you today. My team did meet this morning and we determined the following about your specific questions:

On instructional time: Consistent with our treatment of other districts who experience "closings deemed by the board to be necessary for the health, safety, or welfare of pupils", we can work with districts to confirm how much under the instructional hour requirements the district is and then ask the district to determine if there are reasonable adjustments they can make to their calendar/bell schedule to come into compliance with the required hours. If that is not possible (which could be the case this late in the school year), the district can request a waiver. This is done by submitting a letter to Jennifer Okes at CDE via email at [Okes\\_J@cde.state.co.us](mailto:Okes_J@cde.state.co.us).

You asked if this impacts funding: There is no impact on funding. The funding requirements are based upon the number of scheduled hours in the first half of the school year.

You also asked about the impact on any graduating seniors: We believe you can treat this in the way that makes sense to your district. The graduation requirements is a local board decision and therefore there is no impact which would involve CDE. You can determine what would be required of graduating seniors and ensure that you implement this policy with transparency and consistency across the district with your current graduating seniors.

I will keep working with my team to see if there is other advice we have for you at this time. If you have other questions that came up—please don't hesitate to shoot those my way.

Hang in there, I know this is a challenging time.

Let us know how else we can support you,

Best,  
Katy

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**From:** Bruce Richards [<mailto:bruce.richards@pueblo城市学校.us>]

**Sent:** Thursday, May 03, 2018 10:25 AM

**To:** Anthes, Katy

**Subject:** Thank you

Katy,

Thank you very much for your call this morning and for the efforts of you and your team.

I just left a planning meeting with our superintendent (Charlotte Macaluso) and her team and I passed along to them what you told me this morning.

We are looking forward to any suggestions, warnings and advice you can give us.

Bruce

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**Bruce Richards**

Student Enrollment & Data

Pueblo City Schools

(719) 549-7696